

SICK LEAVE PAYOUT

Proposal #1:

ABMEI members with at least 15 years of service credit in the Federated Retirement System as of March 31, 2012 shall be eligible for sick leave payout upon separation from City service. The maximum number of sick leave hours used in determining the payout shall be capped at an amount equal to the number of unused sick leave hours accrued as of March 31, 2012 or, 1200 hours, whichever is less. Sick leave hours accrued on or after April 1, 2012 shall not increase the established cap for ABMEI members eligible for sick leave payout under these provisions. The formula used to determine the amount of the payout shall be based on the number of hours accumulated multiplied by 50% of the employee's final hourly rate.

Proposal #2:

After April 1, 2012, ABMEI members will no longer be eligible for the Sick Leave Payoff described in Sections 18.2 through 18.4 of the current Memorandum of Agreement. ABMEI members employed as of April 1, 2012 shall be allowed to convert all unused accumulated sick leave at the time of separation to service credit in the Federated Retirement System, up to a maximum of 1040 hours of additional service.

New Employees:

Employees hired on or after April 1, 2012 shall not be eligible for sick leave payout benefits, or to convert unused accumulated sick leave hours to service credit in the applicable retirement plan upon separation.